

A. INTRO

Every three years the Policy/Planning Committee and the PTO Executive Board are charged with writing a strategic plan for the Percy Priest PTO. By gathering feedback from parents and teachers, the plan will provide a pathway to establish priorities for future funding and resources. With the school mission statement, school vision statement and PTO Executive mission, the 2018-2021 strategic plan development began. The plan should act as guidance for the PTO board and the Policy and Planning Committee and should be revised annually.

Mission: The mission of Percy Priest Elementary is to ensure that all students possess the foundation they need to reach their highest potential and become lifelong learners who are productive, respectful and responsible members of our society.

Vision: The vision of Percy Priest Elementary is to be the most highly sought educational setting, wherein elementary school students maintain highest achievement, both academically and personally.

PTO: Through well-established volunteer commitments of time, expertise, talent and fundraising, the PPE Parent Teacher Organization (PTO) endeavors to support the school vision and mission by working with parents, faculty and staff to accomplish strategic goals identified every three years.

B. PROCESS

1. How Strategic Plan Was Created:
 - a. The Percy Priest Elementary Parent Teacher Organization began discussions regarding the strategic plan in the fall of 2017. The 2016-2018 Strategic Plan was used as the guide for the new plan.
2. Initial Steps Taken to Develop New Plan
 - a. Discussions with current Board members as well as discussions and brainstorming with parents were used as a drafting tool.
3. Survey Was Distributed
 - a. A survey was created and distributed to all parents and teachers electronically via Survey Monkey. The survey was also distributed by paper. The survey asked survey takers to rank seven categories in order of importance.
4. Results of Survey
 - a. 136 people took the on-line survey and 40 returned paper surveys

Score = lower is higher priority

2.57 Facilities
3.14 Teacher Resources
3.17 Technology
3.67 Personnel
5.03 Communication
5.58 Community Relations
6.01 Fundraising

5. Post Survey
 - a. After results of the survey were calculated, a group met to outline the Town Hall meeting. The top four topics were chosen as town hall breakout areas. The town hall was held Tuesday, March 6th, 2018 at 6:30pm in the school library. Over 100 parents and teachers attended. Facilitators and note takers were stationed in four designated areas to hear from parents, teachers and staff members regarding their opinions, comments and suggestions regarding Percy Priest and its focus for the three years ahead.

C. RESULTS

Facilities

There are several areas of focus recommended by parents and teachers from the Town Hall meetings and several other discussions throughout the 2018 school year. Areas of focus were primarily around physical security and general lack of space for multipurpose needs.

The plan near term:

- New rugs in classrooms, and new benches in the front yard and playground.
- Plants and additional landscaping
- Additional water fill- up stations
- Additional storage in classrooms

In order to address the larger concerns around physical security and multipurpose needs the PTO will organize a team to help drive a decision for the \$20 million for capital improvements already in queue with Metro Schools.

The plan near term:

- Organize a team of parent advocates to influence and advocate for prioritization of said budget within the MNPS organization
- PTO facilitate a study for proposed renovations including designs, and estimated costs

Future items to be considered:

- Need additional dedicated bathroom facilities for teachers and school staff
- An additional gym or space for indoor recess
- No security atrium and exterior security
- Need additional lighting behind the school for additional safety
- Multipurpose room for assembly or auditorium;
- Part-time security officer on campus
- Student restroom renovation
- Dedicated open/floating meeting room
 - e.g. psychologist, PTO

Teacher resources

Teacher professional development should not be reduced or removed from future PTO budgets. Investing PTO funds:

- helps with teacher retention
- shows continued support from the PTO.

Teacher materials, supplies and curriculum not covered by MNPS or existing school budgets should be supported by future PTO budgets or by individual parents within a specific classroom through mechanisms like Amazon Wish Lists, etc..

Personnel

Possibility of Spanish or other related arts being cut from the school budget due to MNPS budget cuts. This is a common theme and hard decisions have to be made each year. The funding comes from the MNPS Student Based Budget which widely fluctuates based on projected enrollment each year.

The PTO's area of focus has traditionally been to support the teachers, staff, and students by funding additional staff in the areas of intervention, enrichment, and workroom/teacher support. We will continue to support and provides funds for a large part of the PTO budget to fill the gaps in missing/needed resources.

Fundraising

Can we increase the recommended amount? If we do ask for \$50 more, make it concrete what that would help with...keeping a part time staff member etc. to help make it MATTER to people

- Make it known what companies are willing to match school donations and help make that process EASY for people...that could have a big impact

Technology

(Combined commentary and key points from all 4 group sessions)

- The groups were heavily in favor of keeping technology.
 - Parents expressed that technology is such an important part of our culture and should be taught. It was expressed that technology is just as important as reading and math because of the direction our world is headed- technology jobs are the future.
 - Internet safety education is extremely important.
 - One parent said technology education should be elevated to a higher level.
 - Teachers expressed Lisa is invaluable for her standardized test coordinating and tech support.
 - Parents want more coding-children love learning to code.
 - Parents expressed they want skills taught- mouse skills, typing, word documents in kindergarten tech citizenship, typing, PowerPoint, searching the web effectively, robotics, and coding.
- Quality of Equipment:
 - 200 iPads can't be updated to current iOS
 - laptops need to be updated
 - A large percentage of desktops are from 2012
 - Some Interactive Whiteboards are a 7+ years old and are experiencing issues.
- Additional Notes:
 - Teachers are very interested in the Cleartouch that is located in the library.
 - MNPS is going to give us 2 new dell carts sometime according to Mrs. Ramsey
 - Should we add a technology fee to school supplies at beginning of the year?

D. RECOMMENDATIONS and DILIGENCE

Per the results of the survey, the feedback from the Town Hall meeting and updates from MNPS regarding budget and potential capital improvements, we recommend the following over the course of the next 3 years.

Facilities

Our recommendation for facilities over the next 3 years would be to not invest PTO dollars into any major facility projects that may affect PPE's score. By doing so, this could potentially affect our placement (ranking). Therefore, jeopardizing the possibility of receiving funds from MNPS in the coming years.

We do recommend continuing investing PTO dollars in smaller facility projects to help improve landscaping, storage in classrooms, outdoor lighting, water fill up stations, new rugs, steps, paint and benches.

(Latest update as of November 2018):

We have a parent advocacy group lead by Katie Cameron.

Percy Priest Elementary was not granted capital funding from MNPS for facility improvements for the 2018-2019 school year. There is a possibility that up to \$20 million will be granted in the 2019-2020 school year, pending Percy Priest Elementary does not drop in placement in the approval process.

If PPE is granted funding from Metro Government, the earliest construction would begin, would be after the 2019-2020 school year.

Teacher Resources

Our recommendation for the next three years for Teacher Resources would be not to reduce or remove from future PTO budgets. Teacher materials, supplies and curriculum enhancements not covered by MNPS or existing school budgets should be supported by future PTO budgets or by individual parents within a specific classroom through mechanisms like Amazon Wish Lists, etc

(Latest update as of December 2018):

The PTO increased the Teacher Supply Expense for the 2018-2019 school year from \$250 per classroom to \$325 per classroom to help cover teacher materials, supplies and curriculum not covered by MNPS.) We recommend increasing funds in the future if available.

Personnel

Our recommendation is to continue to fund salaries for the workroom assistants to ensure that teachers have additional time to focus on instructional prep and planning.

We also recommend that the PTO continue to fund salaries for the Interventionists and Enrichment teachers. The State of Tennessee requires that all K-12 public schools use the RTI² method (Response to Intervention) to help address student deficits. However, as of the 2018-2019 MNPS budget, MNPS isn't providing funds for an Interventionist at Percy Priest Elementary.

" Tennessee has been implementing RTI² in elementary schools since 2014-15 and middle schools since 2015-16. Beginning in the 2016-17 school year, implementation of Tennessee's RTI² Framework will be mandatory for all K-12 public schools, in all grade levels." – TN Department of Education.

(Latest update as of December 2018):

With the INVEST Campaigns increase, the PTO is able to cover the additional salaries for both Intervention and Enrichment. We recommend continuing to fund these salaries in the future if MNPS does not provide the funds for these crucial positions.

Fundraising

Our recommendation would be to increase INVEST to help cover the shortfalls in MNPS and Percy Priest Elementary School's Student Based Budget. Most recent focus being in the areas of Personnel and Technology.

(Latest update as of December 2018):

In fall of 2018, INVEST's suggested donation amount per child was raised from \$250 to \$350. This increase has allowed the PTO to fund salaries for Intervention and Enrichment teachers as well as invest in updating and replacing outdated technology throughout the school. Our recommendation is to continue forward with the \$350 INVEST suggested amount per child. The Fall 2018 campaign was a success in raising over \$140,000 to fund over 50% of the PTO budget.

Technology

Our recommendation is to budget replacement/update costs for 25%-33% (at a minimum) of all Technology, annually. It is important to have a strategic outline for device replacement so that the technology program can continue being productive and efficient, rather than investing money in outdated, failing products. Putting the program on a rotation cycle will keep the technology current and will prevent incurring a large expense of replacement if all the technology become outdated at once.

The PTO should continue to provide funds to keep the technology relevant and accessible for our students and teachers in this age of technology. We recommend that the PTO work closely with Lisa Ramsey on an annual replacement plan.

We also recommend applying for grants that may help fund the technology program.

(Latest update as of December 2018):

The PTO increased the Technology budget from \$3,000-\$20,000 to help update and replace outdated iPads, laptops, and desktops from 2012. The increase of INVEST will cover this increase. We recommend continuing to allocate money in the PTO budget towards replacing 25%-33% of technology each year moving forward.