PONCA CITY PUBLIC SCHOOLS
Board of Education Briefing

Phase III Progress Update

CONTINUOUS STRATEGIC IMPROVEMENT (CSI)

Strategic Planning Progress & Strategic Pillars

A comprehensive overview of our 5-year district goals, sub-objectives, performance indicators, and the path to Board approval.

4 Goal Areas

10 Performance Objectives

Board Vote: Nov 9

DISTRICT FOUNDATION

Mission & Performance Culture Alignment

PCPS MISSION STATEMENT

"Prepared to live and work in a global society."

Every strategic objective and action step directly serves this core promise to our students and community.

Risk Taking & Open Dialogue

Encouraging bold questions to address underlying district challenges.

Alignment & Focus

Unifying beliefs, values, mission, and goals into 4 simple buckets.

Rigorous Accountability

Tracking SMART key performance indicators through 2031.

PROCESS STATUS

Where We Are in the CSI Framework

PHASE I

Engage

"Who are we?"

Completed

PHASE II

Plan

"Where are we now?"

Completed

PHASE III — CURRENT

ACTIVE

Action

"Where do we want to go & how do we get there?"

Developing KPIs, Action Steps & Resource Timelines

PHASE IV

Achieve

"How do we monitor & execute?"

Launches Nov 10

Phase III Action Teams Focus

Building consensus across teachers, principals, and district leadership on 2026–2031 SMART goals.

Target Board Vote

Nov 9 @ 6:00 PM

STRATEGIC ARCHITECTURE

The Four Strategic Goal Areas

1. Wildcat Success

Academic Achievement & Teaching Excellence

2 Sub-Objectives focused on content mastery and instructional delivery.

2. Wildcat Personnel

Staff Recruitment, Retention & Growth

3 Sub-Objectives driving attendance, certified recruitment, and coaching.

3. Wildcat Community

Partnerships & Engagement Culture

2 Sub-Objectives expanding public perception, dialogue, and recognition.

4. Student Investment

Facilities, Technology & Strategic Funding

3 Sub-Objectives maintaining physical assets, tech infrastructure, and budgets.

GOAL AREA 1

Goal: Wildcat Success

Academic Excellence

1 Objective 1: Improve Student Mastery

Elevate student performance across all content areas (Reading, ELA, Math, and STEM).

Sample KPI Target:
By 2031, 70% of 3rd grade students score proficient or higher on OSTP reading.

2 Objective 2: Improve Instruction

Enhance instructional delivery, standards alignment, and personalized learning frameworks across all classrooms.

Sample Initiative:
Personalized Mastery Learning Framework & Lexile professional development.



GOAL AREA 2

Goal: Wildcat Personnel

Human Capital Development

OBJ 1

Teacher Attendance

Improve teacher attendance rates to maximize classroom instructional continuity and student stability.

FOCUS AREA
Supportive staff wellness & attendance tracking.

OBJ 2

Recruit & Retain Quality Staff

Attract top-tier certified educators and maintain high retention rates across all district sites.

TARGET METRIC
Retain 90% of teaching staff annually by 2031.

OBJ 3

Develop Quality Teachers

Provide structured mentorship, professional learning, and pathways to full state certification.

KEY INITIATIVE
"Road to Certification" support plans.

Target Initiative: Establish formal support plans for emergency-certified personnel to reduce emergency certifications district-wide by 2031.

GOAL AREA 3

Goal: Wildcat Community

Community & Engagement

Objective 1: Community Perception & Partnerships

Improve community perception, communication channels, and civic/business partnerships across Ponca City.

Outcome:
Enhanced public trust, civic sponsorships, and transparent district news.

Objective 2: Engagement & Recognition

Increase student and teacher engagement, active collaboration, and regular celebration of achievements.

Target Metric:
95% parent participation at Parent -Teacher Conferences by 2031.

Community Key Targets (2031)

95% Parent/guardian participation at Parent -Teacher conferences.

95% Returning student enrollment completed by August 1st annually.

GOAL AREA 4

Goal: Student Investment

Resources & Facilities

Obj 1: Facilities

Improve and maintain district facilities to provide safe, highly functional learning environments.

KPI Benchmark:
100% of classroom buildings equipped with secure entrance systems.

Obj 2: Strategic Funding

Ensure district fiscal resource allocations are strictly aligned with strategic plan priorities.

KPI Benchmark:
100% budget alignment to CSI goal areas annually.

Obj 3: Technology

Improve and maintain modern technology infrastructure for modern digital learning.

KPI Benchmark:
$500 per student technology investment baseline by 2031.

Safety & Technology Focus: Ensuring every building meets safety entrance standards while maintaining 1-to-1 digital device ratios for student readiness.

GOVERNANCE & APPROVAL

Planning Hierarchy & Board Approval Timeline

1. Strategic Goal Areas — 4 High-Level Buckets

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2. Performance Objectives — 10 Sub-Objectives

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3. SMART KPIs (2026–2031) — Data-Driven Targets

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4. Initiatives & Action Steps — Execution & Budgets

Key Next Steps

SEP 21 — **Phase III Day 3 Session**
Action teams finalize initiatives, implementation schedules, and budget feasibility.

NOV 9 — **Board of Education Approval**
Formal presentation and board vote at 6:00 PM to approve 5-year strategic plan.

NOV 10 — **Phase IV Launch: Achieve**
District begins full implementation, progress monitoring, and annual reporting.

BOARD ALIGNMENT

Shaping the Future of PCPS Together

Our Continuous Strategic Improvement plan provides clear focus, measurable goals, and rigorous accountability for our students, staff, and community.

Access District CSI Documents

Review working team templates, performance data, and draft initiatives.

bit.ly/PCPScsi

Image Sources



https://images.squarespace-cdn.com/content/v1/57c40acb579fb31c1f9efdad/1481635392924-G77JKK22AI06T9J2D32B/shutterstock_199317131.jpg

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