



# Kennesaw Charter Science and Math Academy

## 2016-17 STRATEGIC PLAN

### Board Goal 1: *Vary learning experiences to increase success in college and career pathways.*

<b>Focus Priorities 2016-2019</b>	<b>2016-17 Aligned Actions and Measurements (Due September 1, 2016)</b>					
	<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources Needed:</b>	<b>Results Of Key Actions:</b> (Due June 30, 2017)	<b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met
<i>1. Organize, examine, and adjust instruction based on student progress monitoring data.</i>	Grade level teachers meet to identify growth and monitor student progress data which is centrally located	<ul style="list-style-type: none"> <li>- RI</li> <li>- DRA</li> <li>- SLO</li> <li>- CCRPI</li> <li>- Annual State Charter Schools DOE Report</li> </ul>	<ul style="list-style-type: none"> <li>- SIT team</li> <li>- Data team</li> </ul>	<ul style="list-style-type: none"> <li>- Formal assessments</li> <li>- Standardized test (CCRPI an Milestones)</li> </ul>		
<i>2. Increase critical professional learning by grade level/content area and ensure access for all teachers to increase to 3-12 hours depending on category</i>  <i>2015-2016 Baseline:</i> <i>Math – 0 hours</i> <i>ELA – 2 hours (Grades K-2)</i> <i>ELA – 3.5 hours (Grades 3-5)</i> <i>STEM – 11 hours average</i> <i>Positive School Climate – 6 hours average</i>	Increases staff training and collaboration by content area <ul style="list-style-type: none"> <li>- Math increase to 3 hours</li> <li>- Reading increase to 10 hours</li> <li>- Culture Climate increase to 12 hours</li> <li>- STEM increase to 20 hours</li> <li>- Misc</li> </ul>	<ul style="list-style-type: none"> <li>- Professional Learning Minutes</li> <li>- Application of deliverables from training</li> <li>- Number of hours</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Trainers</li> <li>- Funding</li> <li>- Previous Year Data</li> <li>- Current Year Data</li> <li>- Flexible school calendar</li> </ul>		
<i>3. Increase percentage of students reading on grade level by 5% annually (Based on CCRPI 2014 Reading Scores)</i> CCRPI Reading Baseline – 77% CCRPI Math Baseline – 70%	Response to Intervention Early Intervention Program (EIP) & Remediation groups	<ul style="list-style-type: none"> <li>- RI (Reading Inventory) &amp; DRA (Diagnostic Reading Assessment)</li> <li>- EIP rubric/ RI Level/ Milestone results</li> </ul>	<ul style="list-style-type: none"> <li>- Teachers</li> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Data</li> <li>- Materials</li> <li>- Training</li> <li>- Assessments</li> <li>- Collaboration</li> </ul>		

<p>4. Increase percentage of student performance in math/algebra at every grade level by 2% for Milestones/ Pre &amp; Post for growth (Based on CCRPI ES-MS Math &amp; HS Algebra Scores)</p>	<p>Response to Intervention Early Intervention Program (EIP) &amp; Remediation groups</p>	<ul style="list-style-type: none"> <li>- Beginning, Middle and End Year Assessment</li> <li>- Pre and Post Assessment</li> </ul>	<ul style="list-style-type: none"> <li>- Teachers</li> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Data</li> <li>- Materials</li> <li>- Training</li> <li>- Assessments</li> <li>- Collaboration</li> </ul>		
<p>5. Increase number of students promoted to next grade level to 98.5% 2015-2016 Baseline 97.5% promoted</p>	<p>Utilize SST (student support team) team, RTI (Response to Intervention) and intervention and teacher collaboration to identify strategies to improve academic performance and individual plans.</p>	<ul style="list-style-type: none"> <li>- Retention Rate</li> <li>- Milestones</li> <li>- CCRPI</li> </ul>	<ul style="list-style-type: none"> <li>- Teacher</li> <li>- RTI team</li> <li>- Retention Committee/SST</li> </ul>	<ul style="list-style-type: none"> <li>- Retention Committee</li> <li>- SST</li> </ul>		
<p>6. Increase percentage of students career exploration awareness lessons to 100%</p>	<p>-All 5<sup>th</sup> grade students will complete and present a career portfolio per DOE guidelines - Annual Career Day</p>	<ul style="list-style-type: none"> <li>- Teachers will deliver grade specific career awareness lessons aligned to Gas 17 career clusters.</li> <li>- Homeroom teachers will ensure each student completes portfolio</li> <li>- Teacher Checklist</li> </ul>	<ul style="list-style-type: none"> <li>- School Counselor</li> <li>- Admin</li> <li>- Teachers</li> </ul>	<ul style="list-style-type: none"> <li>- DOE Guidelines and lessons</li> <li>- Checklist</li> <li>- Community Resources</li> <li>- Report via CCRPI Data Reporting Form</li> </ul>		

**Board Goal 2: Differentiate resources for students based on needs.**

<p><i>Focus Priorities</i> 2016-2019</p>	<p><b>2016-17 Aligned Actions and Measurements</b> (<u>Due September 1, 2016</u>)</p>					
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (<u>Due June 30, 2017</u>)</p>	<p><b><u>Focus Priority Status:</u></b> NM = Not Met IP = In Progress M = Met</p>
<p>Provide targeted resources for students 1. Not reading on grade level (Lexile) 2. Unsuccessful in Math/Algebra (Based on 2014 CCRPI Math) 3. Not on-track for graduation</p>	<ul style="list-style-type: none"> <li>- Increased Remediation during and after school</li> <li>- Staff training on instructional differentiation</li> <li>- Increase male volunteers and mentoring presence on campus</li> </ul>	<ul style="list-style-type: none"> <li>- Staff count</li> <li>- Professional development sign in</li> <li>- Volunteer log/ PTO documentation</li> <li>- Teacher data</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Staff</li> </ul>	<ul style="list-style-type: none"> <li>- Funding</li> <li>- Training</li> <li>- Male volunteers</li> </ul>		
<p>Identify and provide resources to increase next level readiness opportunities for advanced, on-level, and remedial students.</p>	<ul style="list-style-type: none"> <li>- Purchase updated text and supplemental materials</li> <li>- Maintain 99% retention rate</li> </ul>	<ul style="list-style-type: none"> <li>- Inventory</li> <li>- Retention rate</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- School Improvement Team</li> </ul>	<ul style="list-style-type: none"> <li>- Text</li> <li>- Materials</li> <li>- Funding</li> </ul>		
<p><b>Other:</b> (Priorities specific to school).</p>						

**Board Goal 3: *Develop stakeholder involvement to promote student success.***

<p><i>Focus Priorities 2016-2019</i></p>	<p><b>2016-17 Aligned Actions and Measurements</b> <u>(Due September 1, 2016)</u></p>					<p><b><u>Focus Priority Status:</u></b> NM = Not Met IP = In Progress M = Met</p>
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> <u>(Due June 30, 2017)</u></p>	
<p>Seek and evaluate stakeholder input.</p>	<ul style="list-style-type: none"> <li>- Utilize state climate survey and Advance Ed survey</li> <li>- Utilize Principal's Coffee talk sessions to obtain input</li> <li>- School Advisory Committee (SAC) to review anonymous school improvement suggestions</li> </ul>	<ul style="list-style-type: none"> <li>- Survey results</li> <li>- Ongoing minutes review</li> </ul>	<ul style="list-style-type: none"> <li>- State</li> <li>- Advance Ed</li> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- State survey</li> <li>- Advance Ed survey</li> <li>- Coffee Talk Topics</li> <li>- SAC members and stakeholder input</li> <li>- Parent Teacher Organization (PTO)</li> </ul>		
<p>Establish programs and practices that enhance parental involvement and reflect the needs of students and their families.</p>	<ul style="list-style-type: none"> <li>- School Improvement Team (SIT) includes stakeholders, staff and administration</li> <li>- Curriculum and STEM nights</li> <li>- Board Committees</li> </ul>	<ul style="list-style-type: none"> <li>- SIT results and corresponding action plan</li> <li>- Ongoing sessions and/or meeting</li> </ul>	<ul style="list-style-type: none"> <li>- SIT members</li> <li>- Administration</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- SIT members and stakeholder input</li> <li>- Curriculum presentation created by staff</li> <li>- STEM activities</li> <li>- Active board committees</li> <li>- Meeting locations</li> <li>- Parent Teacher Organization</li> </ul>		
<p>Twenty hours of parent volunteerism.</p>	<ul style="list-style-type: none"> <li>- Encouraged 20 hours of parent volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>- Count of volunteer hours per parent</li> </ul>	<ul style="list-style-type: none"> <li>- Parent Teacher Organization</li> <li>- Staff</li> </ul>	<ul style="list-style-type: none"> <li>- Tracking system</li> <li>- Stakeholder participation</li> </ul>		

## Board Goal 4: *Recruit, hire, support and retain employees for the highest level of excellence.*

<b>Focus Priorities 2016-2019</b>	<b>2016-17 Aligned Actions and Measurements</b> <u>(Due September 1, 2016)</u>					
	<b>Key Actions:</b> (List as many actions as needed in each box.)	<b>Measured by:</b>	<b>Owner(s):</b>	<b>Resources Needed:</b>	<b>Results Of Key Actions:</b> (Due June 30, 2017)	<b>Focus Priority Status:</b> NM = Not Met IP = In Progress M = Met
Seek and hire teachers who meet the qualifications for a highly effective teacher.	<ul style="list-style-type: none"> <li>- Promote opportunities with major universities</li> <li>- Internal Job Fair</li> </ul>	<ul style="list-style-type: none"> <li>- Count of position applications</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- Promotion materials</li> <li>- School advocates</li> </ul>		
Seek and hire school administrators who meet the qualifications for a highly effective school leader and who are best suited for the school's environment.	<ul style="list-style-type: none"> <li>- Promote opportunities with major universities</li> <li>- Internal Job Fair</li> </ul>	<ul style="list-style-type: none"> <li>- Count of position applications</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- Promotion materials</li> <li>- School advocates</li> </ul>		
Support school teachers and leaders to improve retention rate.	<ul style="list-style-type: none"> <li>- Pay increases</li> <li>- Benefit increases</li> <li>- Team Building activities</li> <li>- Teacher support programs</li> </ul>	<ul style="list-style-type: none"> <li>- Annual retention rate</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- Funding</li> </ul>		
Ensure that teachers are highly trained in the standards, learning engagement strategies, formative assessments, and student progress monitoring.	<ul style="list-style-type: none"> <li>- New teacher support</li> <li>- Internal training and modified school calendar to accommodate training activities</li> </ul>	<ul style="list-style-type: none"> <li>- Staff survey results</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Trainers</li> <li>- Training materials</li> </ul>		
Fully implement and evaluate state system of teacher and leaders evaluation ( <b>TKES and LKES</b> ).	<ul style="list-style-type: none"> <li>- Continued implementation of TKES and LKES</li> </ul>	<ul style="list-style-type: none"> <li>- Completion rate</li> <li>- Evaluation results</li> </ul>	<ul style="list-style-type: none"> <li>- State</li> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- TKES and LKES tool</li> <li>- Certified evaluators</li> </ul>		
Use results of TKES and LKES to improve professional performance.	<ul style="list-style-type: none"> <li>- Action plan for all 3 and 4 staff members</li> </ul>	<ul style="list-style-type: none"> <li>- TKES and LKES improvement</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Board</li> </ul>	<ul style="list-style-type: none"> <li>- TKES and LKES tool</li> <li>- Certified evaluators</li> </ul>		
<b>Other:</b> (Specific to school).						

**Board Goal 5: Maintain economic sustainability.**

<p><i>Focus Priorities 2016-2019</i></p>	<p><b>2016-17 Aligned Actions and Measurements</b> (Due September 1, 2016)</p>					
	<p><b>Key Actions:</b> (List as many actions as needed in each box.)</p>	<p><b>Measured by:</b></p>	<p><b>Owner(s):</b></p>	<p><b>Resources Needed:</b></p>	<p><b>Results Of Key Actions:</b> (Due June 30, 2017)</p>	<p><b><u>Focus Priority Status:</u></b> NM = Not Met IP = In Progress M = Met</p>
<p>Meet all generally accepted accounting standards</p>	<ul style="list-style-type: none"> <li>- Highly trained staff/ effective oversight/ internal reviews</li> </ul>	<ul style="list-style-type: none"> <li>- Annual External Audit</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- GA Guidelines</li> <li>- Federal and State law</li> <li>- Monthly finance meetings</li> </ul>	<ul style="list-style-type: none"> <li>- Favorable audit</li> </ul>	
<p>Meet all reporting deadlines</p>	<ul style="list-style-type: none"> <li>- Communication with CCSD and GADoe</li> </ul>	<ul style="list-style-type: none"> <li>- No warnings or reprimands</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Checklist</li> <li>- Finance calendar</li> </ul>	<ul style="list-style-type: none"> <li>- Balanced accounts</li> </ul>	
<p>Maintain adequate cash reserves</p>	<ul style="list-style-type: none"> <li>- Monthly budget report</li> <li>- Reconciliation</li> <li>- Audit training prep</li> </ul>	<ul style="list-style-type: none"> <li>- Annual External Audit</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> <li>- Board finance committee</li> </ul>	<ul style="list-style-type: none"> <li>- Finance Training</li> <li>- Bond document</li> </ul>	<ul style="list-style-type: none"> <li>- Bond reports</li> <li>- Audit</li> <li>- Wells Fargo statements</li> </ul>	
<p>Consistently demonstrate effective allocation of resources</p>	<ul style="list-style-type: none"> <li>- Accurate inventory</li> <li>- Purchase orders</li> <li>- Proposed budget matches actual budget</li> </ul>	<ul style="list-style-type: none"> <li>- Annual External Audit</li> </ul>	<ul style="list-style-type: none"> <li>- Administration</li> </ul>	<ul style="list-style-type: none"> <li>- Approved budget</li> </ul>	<ul style="list-style-type: none"> <li>- External audit</li> </ul>	
<p><i>Other:</i> (Priorities specific to school).</p>						