

A+ Charter Schools, Inc. Strategic Plan 2019-2021
Developed 2018-19

 A+ Charter Schools where: ➤ <i>Everyone has a valuable purpose in life</i> ➤ <i>Every child deserves a quality education in a safe environment to become a productive global citizen</i> ➤ <i>Integrity should be a way of life</i> ➤ <i>Education is the key to self-improvement, empowerment and success</i> ➤ <i>School is not a building: it is a teaching-learning community</i> ➤ <i>Every child should have varied opportunities to learn in multiple disciplines</i>	Categories	Objectives	Strategies	Action Plans	18-19	19-20	20-21	21-22	
	Teaching, Learning and Leading	Create a district professional learning plan which provides staff with the skills to meet the needs of all students.	1.1 Implement an individual learning plan with each member of our staff.	1.1.1 Identify needed professional development and check for fidelity of implementation.					
			1.2 Implement skills obtained from professional learning into classroom instruction with fidelity.	1.2.1 Develop cross-district professional learning community cohorts.					
	Future Ready	Develop a system to continually identify the needs of the community.	2.1 Engage community stakeholders in meaningful interactions that increase opportunities for collaboration resulting in student success.	2.1.1 Develop a comprehensive Parent Engagement Program.					
	Human Capital	Hire high quality professionals who align with our values and mission.	3.1 Pre-screen for fit and grit.	3.1.1 Develop relationships with local colleges, alternative certification programs, and state agencies to hire new teachers and paraprofessionals and incent district students to become teachers.					
			3.2 Develop a more robust interview process.	3.1.2 Develop and implement a pre-screening process to identify the right candidates.					
				3.2.1 Develop a comprehensive recruitment plan to find candidates that fit the District’s mission and vision.					
		Retain the high-quality professional staff we hire.	4.1 Construct districtwide processes for celebration and appreciation of staff.	4.1.1 Develop and implement districtwide events to recognize and celebrate staff members throughout the year.					
			4.2 Provide growth opportunities for the high-quality staff.	4.2.1 Develop and implement growth programs for high-quality staff to extend their roles beyond their current position.					
	Culture and Climate	Create a system to meet all students’ needs by building relationships with empathy through innovative processes and procedures.	5.1 Establish a vertically aligned framework between all campuses that will help all stakeholders building relationships with empathy through the analysis of measurable data and feedback.	5.1.1 Develop a districtwide relationship building plan for students and staff that will be reflected in student achievement and lifelong success.					
			5.2 Provide professional development to all staff to develop skills in building relationships.	5.2.1 Create a districtwide professional development plan to enhance positive and constructive relationships among parents, teachers, and students.					
	Finance and Facilities	Maximize revenue opportunities at the federal, state and foundation level.	6.1 Pursue and apply for available grants, donations and sponsorships.	6.1.1 Create a clearinghouse of available grants, donations, and sponsorships based on district needs.					
			6.2 Develop and maintain a community partnership to provide financial support long-term.	6.2.1 Develop, at every campus, opportunities for parents and community members to connect and contribute at schools.					
		New and/or renovated facilities will be designed and maintained for optimal student performance, engagement and retention.	7.1 Create a plan to anticipate student enrollment growth resulting in a need for new facilities.	7.1.1 Create a district-level “Facilities Review Committee” made up of campus, district, parent and community stakeholders.					
			7.2 Create a plan to maintain and upgrade existing facilities.	7.2.1 Implement an all-inclusive long-term plan for improving all A+ Charter Schools facilities by providing top-of-the-line high quality, competitive, efficient, attractive, compliant, and safe educational environments.					
	Vision <i>Developed by Board and Administrators – September 2018</i>			Mission <i>Developed by Strategic Planning Team – November 2018</i>					
	A+ Charter Schools, Inc. Empowering . . . Modeling . . . Impacting			The mission of A+ Charter Schools, Inc. is to develop students with integrity who are aware of their potential and able to obtain high goals through innovative educational programs.					