

Aurora Academy Strategic Plan -2002/2003 (1/03)

Mission Statement: The parents, students, teachers and staff are accountable to ensure that the graduates of Aurora Academy possess the knowledge and academic skills to excel in high school and to be prepared for college.

Aurora Academy SWOT (Strengths, Weaknesses, Opportunities, Threats) Analysis:

<p>Strengths</p> <ul style="list-style-type: none"> • Quality staff • Strong CK training • Suitable facility • Diverse population • Environment conducive to learning • Good reputation with community • Academically rigorous, content-rich core curriculum • Favorable relationship with School District 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Limited budget • No gym—facility limitations • Not enough parental involvement • Turnover in Administration • Percent of students with weak academic skills • Lack of Standard Operating Procedures in Finance Department
<p>Opportunities</p> <ul style="list-style-type: none"> • Regional CK training center • Pursuing grants • Expanding our use of technology • Networking with other charter schools • Obtain Bond Money to purchase building and lots • Expansion of preschool enrollment • Colorado League of Charter Schools Site visit • Continuing Curriculum Development • Increased parental involvement • Optimize Special Ed Services offered by District 	<p>Threats</p> <ul style="list-style-type: none"> • Increasing lease and facility costs • Attracting & retaining quality staff due to salary competition • Problems with main waterline/bathroom plumbing • Exhausted student enrollment waiting list • Parents who do not place a high value on their children's education • Distinct/Contrasting academic skills within the student population • Cuts in State Funding

Long Term Objectives	Annual Objectives		Functional Strategies	Assigned To / Status
1. Board of Directors Strengthening and Development	1.1 Policy development	1.1.1	Codification of current policies & conduct a needs assessment for future policies	BDC/ ACTIVE
	1.2 Development of standard board documents	1.2.1	Review by-laws.	BDC / ACTIVE
	1.3 Maintain communication with the constituency	1.3.1	Board section in each monthly newsletter	Board/ ACTIVE
		1.3.2	Maintain Board presence on website	Marcus / ACTIVE
		1.3.3	Town hall meetings with school community (both semesters)	CRC / ACTIVE 1 st MTG – 10/22/02 2 nd MTG – 05/20/03
	1.4 Ongoing Board development <ul style="list-style-type: none"> • Training • Self-assessment • Financial Awareness 	1.4.1	Attend the CLCS fall conference, national charter school annual conference, Core Knowledge annual conference	Board / ACTIVE
		1.4.2	Add quarterly trainings to board agenda	BDC / ACTIVE Dates: January April
		1.4.3	Complete Board Self – Assessment (Due by 06/15/03)	Board / ACTIVE
		1.4.4	User friendly budget report to be presented monthly	FIN/ACTIVE
	1.5 Maintain expand governance structure of Board sub-committees	1.5.1	Evaluate Committee Effectiveness (By 05/15/02)	Cmte Chairs / ACTIVE
2. Development and Refinement of Educational Program	2.1 Review portion of curriculum annually	2.1.1	Create Ad Hoc Committee	Admin/ ACTIVE

Board Committees: APC: Academic Progress Committee
BDC: Board Development Committee

CRC: Community Relations Committee
EXC: Executive Committee

FIN: Finance Committee
GRV: Grievance Committee

PER: Personnel

Long Term Objectives	Annual Objectives		Functional Strategies	Assigned To / Status
(K-8)	2.2 Development of character education program	2.2.1	Coordinate and implement current program school wide	Admin/ACTIVE
	2.3 Create standardized testing plan for Core Knowledge, MAPS, CSAP, STARS	2.3.1	Review test results for improvement of academic achievement	Admin / ACTIVE
	2.4 Development of teacher resource center	2.4.1	Develop plan for teacher resource center	Admin /ACTIVE
	2.5 Evaluate Enrichment Program	2.5.1	Define fit within our Educational Program	Board/ACTIVE
	2.6 Explore expanded integration of technology	2.6.1	Develop ideas to maximize utilization of existing infrastructure	Admin/ACTIVE
	2.7 Decrease percent of student with weak academic skills	2.7.1	Develop individualized improvement plans	Teachers/ACTIVE
3. Staff Growth and Professional Development	3.1 Conduct needs assessment	3.1.1	Admin to conduct needs assessment of each staff member.	Admin / ACTIVE (with evals)
	3.2 Faculty to develop school-wide professional development plan	3.2.1	Administration to lead faculty in developing a school-wide professional development plan	Admin / ACTIVE
4. Facility Development & Maintenance	4.1 Develop Facility Master Plan	4.1.1	Conduct needs assessment & formulate plan	Admin &FIN / ACTIVE
	4.2 Research capital funding opportunities	4.2.1	Investigate funding options	FIN / INACTIVE
5 Locate Additional Funding Sources	5.1 Explore grant opportunities	5.1.1	Pursue suitable grants	FIN / ACTIVE
	5.2 Continue fundraising efforts of the CRC	5.2.1	CRC to identify focus & create a written plan	CRC / ACTIVE CRC established 09/24/01
	5.3 BOND money	5.3.1	Create timeline for obtaining BOND money	Bart & FIN / ACTIVE
	5.4 Prepare for cuts in State funding	5.4.1	Prepare contingency budget	Bart & FIN / ACTIVE

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6. School community building	6.1 Develop annual calendar of monthly community building events	6.1.1	Develop an annual calendar	Admin and CRC / ACTIVE
		6.1.2	Increase CRC Activities	CRC/ACTIVE
	6.2 Increase parental volunteerism	6.2.1	Increase record keeping capabilities	Vol. Coord / ACTIVE
		6.2.2	Publish Volunteer Hours in Newsletter	Vol. Coord / ACTIVE
7. Other Program Objectives	7.1 Preschool program enrollment expansion	7.1.1	Develop business plan and explore advertising opportunities.	Vice President / ACTIVE
	7.2 Attract families who value education	7.2.1	Develop School Brochure	Admin/COMPLETE
		7.2.2	Budget for Marketing Campaign	FIN/ACTIVE
		7.2.3	Board member to attend orientation to emphasis volunteer requirement	Board/ACTIVE

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