

Jefferson Academy Schools Strategic Plan -2000/2001 Update (Rev 8/00)

Vision Statement: Jefferson Academy Schools envision a community of parents, teachers, students, and educational and business leaders, working together to create a learning environment that engenders growth in character, academic achievement, and the love of learning, resulting in responsible, productive citizens.

Mission Statement: The mission of Jefferson Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program.

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

Strengths	Weaknesses
<ul style="list-style-type: none"> • Quality administration and staff • Academically rigorous, content-rich core curriculum • Safe and disciplined environment • Significant parental involvement • Image - good reputation in the state, the local community, and the charter and educational communities • Strong leadership in charter movement - a model for others • Board and governance structure • Demonstrated quality academic outcomes • Flexibility resulting from ownership of facility • Incorporation of technology in our elementary academic program • Size of school allows for comprehensive view of each student • Maturity of school • Stable student enrollment • Athletic program in the context of the charter community • Stability of elementary staff 	<ul style="list-style-type: none"> • Facility limitations <ul style="list-style-type: none"> ⇒ Reliance on temps in Jr. High and Elementary ⇒ Fine Arts space ⇒ Lunch facility for secondary • Capital Revenue • Library program at secondary level • Science equipment for K-12 • Fine Arts program at the secondary level • Secondary level in expansion mode with new staff and curriculum development • Limited opportunity for teacher specialization at secondary level particularly electives • Inexperienced secondary staff/lack of mentors • Lack of public transportation • Discipline at the secondary level – implementation and consistency • Lack of communication and cohesiveness within the school – staff, parents, and students
Opportunities	Threats
<ul style="list-style-type: none"> • Working with various organizations to address facility and budget needs and growth of program • Capitalize on our relationship with the foundations, business, higher education, and government entities • Professional development of teaching staff • Development of K-12 activities program • Character development plan • Continuity of K-12 educational program • Expanded use of technology • Teacher induction program • Blue Ribbon school status • Jr High activities with other charter schools • Facilities rental 	<ul style="list-style-type: none"> • Contract negotiations with District • Neighborhood relations • Possible change in District liaison at the Jefferson County Administrative level

Long Term Objectives	Annual Objectives		Functional Strategies	Status/Schedule
3. Staff Growth and Professional Development	A. Training in Standards and Assessments <ul style="list-style-type: none"> • Inservice B. Training In Core Curriculum <ul style="list-style-type: none"> • Inservice • Participation in CK opportunities C. Professional Development Plan <ul style="list-style-type: none"> • Cross-grade level mentoring • Best practices shared among staff • Visiting IB programs or other Coordinated Humanities programs (9-12) D. Survey Staff on what they want to see for professional development E. Joint quarterly staff meetings addressing community issues (K-12)	3A 3B 3C 3D 3E	<i>Administration / Staff</i> <i>Administration / Staff</i> Timeline to be established <i>Administration</i> <i>Administration</i> These meetings can take both professional and non-professional formats. <i>Administration</i>	Ongoing per calendar Ongoing per calendar By October meeting
4. Other Program Objectives <ul style="list-style-type: none"> • Library • Extracurricular activities that produce school pride and individual character and social growth 	A. Library <ul style="list-style-type: none"> • Development of secondary library • Book gift program • Fundraising • PTO Committee Focus • Solicitation of Grants and Gifts for secondary level library B. Implementation of Community Goals <ul style="list-style-type: none"> • Establish 2 or 3 school wide events to bring entire community together (homecoming, picnic). • Annual basketball game C. Secondary Electives <ul style="list-style-type: none"> • Develop Phys Ed courses • Develop Computer Tech program for both core classes and tech curriculum D. Development of school-wide web presence	4A 4B 4C 4D	Ad Hoc Library Committee to present goals for secondary library <i>Ad Hoc Committee</i> School wide events to be established <i>Administration / Staff / Barry Arrington</i> Specific courses to be determined by Jr. High and Sr. High principals <i>Administration</i> Char Campbell to generate Technology Plan for school including plans for website, technology integration, and distance learning <i>Administration (Char Campbell)</i>	Plan to be submitted by October Board Meeting Barry to report on Barbecue Denise to report on Basketball game Plan to be submitted by September Board Meeting
5. Facility Development	A. Develop Facility Master Plan	5A	A facility master plan to be developed to include anticipated growth and improvements for all areas of JA <i>Board (Barry Arrington)</i>	By October Board Meeting

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6. Financial Viability to Support Program	A. Treasurer and Administrator establish capital fundraising plan	6A	Capital fundraising plan to be established to support program goals <i>Administration / Board (Rod and John)</i>	Plan to be submitted by October board meeting
7. Stable and Focused Organization in the Areas of: <ul style="list-style-type: none"> • board leadership, administration, staff, parents, curriculum, policies and procedures, and communications 	A. Consistency and uniformity of job expectations for K-12 staff	7A	Principals to collaborate in establishing consistency in areas such as expectations, attendance, community involvement, etc. <i>Administration</i>	Plan to meet this goal to be presented by October board meeting
	B. Monthly K-12 newsletter and master calendar (Jag-Wire)	7B	K-12 newsletter and master calendar to be established <i>Administration (Rod)</i>	In-process
	C. Formation and implementation of focus group meetings	7C	Random selection of a cross-section of families to participate in focus group discussions <i>Board Subcommittee</i>	Denise to oversee implementation in the fall.
8. Character Development	A. Staff Expectations <ul style="list-style-type: none"> • Role Modeling • Positive Peer Pressure • Curriculum • Discipline 	8A	A character development plan to be established to cover the areas shown (8A). <i>Administration / Staff</i>	Plan to be presented by October board meeting