

Northeast Academy Charter School Strategic Plan 2010-2012 (Original 01/11; rev. 03/11)

Vision Statement: The vision for Northeast Academy Charter School is to develop a team approach to education: a team composed of teachers, parents, and members of the community working together in support of a program of excellence for all of the young scholars entrusted to our care. In this fashion the school will become the center of the community and the hub of activity: a place which, through involvement and commitment, will develop in the scholars a sense of belonging, a spirit of community, and a desire of excellence.

Mission Statement: The Mission of the Northeast Academy Charter School is to:

- Implement an academically rigorous and content-rich educational program for grades K-8.
- Work in solid partnership with families, teachers, and community members to develop extraordinary students who demonstrate high quality leadership, character and academic success.
- Create a safe and nurturing environment where each student is known and respected and creativity is cherished.

NACS SWOT (Strengths, Weaknesses, Opportunities, Threats) Analysis:

Strengths	Weaknesses
<ul style="list-style-type: none"> • Students passionate about learning • Dedicated & committed founders & families • Governing board cohesive with common vision • Ideal school location • Fiscally sound • Strong Core Knowledge curriculum • Diverse student population • Continuous student demand • Classrooms supported with Educational Asst's • Dedicated staff members • Caring school culture • Committed PTO supporting the school • Administrative staff focused on quality outputs 	<ul style="list-style-type: none"> • Facility limitations • Lack of outside financial support • Incomplete technology plan • Lack of continuity in transition of board members • Limited extracurricular activities for students
Opportunities	Threats
<ul style="list-style-type: none"> • Community partnerships with local businesses • More meaningful parent involvement • Staff/school involvement in community events • Positively market the school • Program for on-boarding new students/families • Fundraising • Active participation in the Far Northeast DPS reform plan 	<ul style="list-style-type: none"> • Philosophical changes within the DPS board & staff • Reduced funding for K-12 public education • Increasingly competitive charter school environment • Public perceptions based on inaccurate information • Tight economic environment • Public accountability systems using different criteria & data

Long-Term Goal				Short-Term Goal		
A.Continued board growth & development				1. Codify board recruitment 2. Create board training plan 3. Develop policy 4. Increase communication		
Strategies	Person Resp.	Date	Measure	Metric	Status	
1	<ul style="list-style-type: none"> Develop process for recruitment & selection through an ad hoc committee Create board policy to codify 	Sandra	Feb	Activity complete		
		Sandra	Feb/Mar	Policy adopted		
2	<ul style="list-style-type: none"> Consider board policy for training & mentoring process Complete board training modules 	Carleena	Feb			
		All	May			
3	<ul style="list-style-type: none"> Conduct board workshop on current & needed policies 	All	May			
4	<ul style="list-style-type: none"> Create board policy on the parent's role at NACS Reinforce parent covenant with phone calls Implement consistent messaging for parents Implement parent information/expectations with meetings 	Ken & Rilla	Mar			
		All	Feb			
		Ken & Rilla	Feb			
		Ken & Rilla	Feb/Apr			

Long-Term Goal				Short-Term Goal		
B.Continually improve the educational program				1. Hire an effective Principal 2. Determine org chart needs for/with administrator 3. Establish how the board will monitor academic progress		
Strategies	Person Resp.	Date	Measure	Metric	Status	
1	<ul style="list-style-type: none"> Board workshop to establish timelines & plan 	Sandra & Carleena	Feb	Activity complete		
2	<ul style="list-style-type: none"> Document administrative structure 	Sandra & Carleena	Apr			
3	<ul style="list-style-type: none"> Create board policy for data use 	Carleena	Apr			

	a. Semester workshops b. Dashboard					
4	• Create School Accountability Committee & adopt related board policy	Ken & Janet	May			

Long-Term Goal				Short-Term Goal		
C. Establish & maintain school culture & community				1. Communicate with the external school community 2. Impart the school's vision for school culture to ensure consistency across all levels		
Strategies	Person Resp.	Date	Measure	Metric	Status	
1	• Develop a marketing plan	Janet & BOD	Feb			
2	• Board meets with staff to convey expectations	Sandra, Ken & Rilla	Feb 22		Complete	