

Math and Science Academy

2017-18 Strategic Plan

Draft March 21, 2017

Vision

To be an innovative, sustainable model of academic excellence that creates well-rounded, lifelong learners and global citizens.

Mission

We provide accelerated curricula in all subjects, with an emphasis on math and science.

Core Values

- **Honesty:** MSA's community exhibits fairness, cooperation, integrity, and honesty. MSA students and staff take responsibility for their actions.
- **Community:** MSA maintains small class sizes and a small school feel.
- **Respect:** MSA's community respects others and their views, while fostering a safe environment where every voice is heard, and individuals are free to take risks.
- **Teamwork:** MSA encourages networking, collaboration, and open communication between all members of our community. MSA encourages students, their families, and staff to invest their time and resources to serve the MSA community.
- **Excellence:** MSA continuously evaluates and improve programs to ensure the highest quality in teaching and learning. MSA empowers students to develop independence through organization, time management, and self-discipline.

Math and Science Academy

3 - Year Strategic Priorities

PURPOSE

To fulfill the school’s mission, vision, and values in order to better serve its students, staff, and families.

STRATEGIC PRIORITIES

<p>INCREASE MISSION-DRIVEN ACADEMIC PROGRAMMING</p> <p>Enhance MSA’s distinction for academic excellence through rigor and technology, and focus on academic mission.</p>	<p>ACHIEVE TEACHER AND STAFF EXCELLENCE</p> <p>Build on MSA’s reputation for educational quality by recruiting, training and retaining quality teachers and staff.</p>	<p>MAINTAIN AND ENHANCE A ROBUST MSA COMMUNITY</p> <p>Cultivate cohesiveness through communication and collaboration with parents, between teachers and staff, and through purposeful mixed-grade interactions.</p> <p>Broaden MSA’s community base by increasing alumni connections, and establishing a Woodbury presence.</p>	<p>SUPPORT MEASURES TO MAKE MSA FINANCIALLY SUSTAINABLE</p> <p>Create and monitor a plan for MSA’s financial sustainability through measured expansion (building, teacher, and student growth), and fundraising.</p>	<p>ENSURE OPERATIONAL EXCELLENCE</p> <p>Focus on meeting stakeholder expectations by strengthening the operational effectiveness of MSA.</p>
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CORE INITIATIVES

<ul style="list-style-type: none"> ● Maintain and enhance academic rigor ● Improve and increase STEM programming ● Explore and promote innovative opportunities in academic programming 	<ul style="list-style-type: none"> ● Recruitment ● Professional development ● Retention 	<ul style="list-style-type: none"> ● Cultivate small school ethos ● Cultivate diversity awareness ● Expand MSA community base 	<ul style="list-style-type: none"> ● Measured expansion ● Fundraising 	<ul style="list-style-type: none"> ● Administrative ● Communications ● Marketing
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PERFORMANCE INDICATORS

<ul style="list-style-type: none"> ● maximize enrollment in AP in core areas of the curriculum, possibly by alternating some courses every other year ● add high school engineering and computer programming electives, if possible ● review all courses offerings to make sure technology is being used in each class to the greatest extent possible; make adjustments if it isn't ● Review the math and science course offerings, compare to other schools who have an accelerated math and science curriculum, and note, and correct deficiencies, if any ● Hire an outside consultant to review educational technology needs, and note deficiencies, if any 	<ul style="list-style-type: none"> ● Recruit high quality teachers open to opportunities offered by charter schools ● Provide new and existing teachers/staff clear job descriptions and job performance review process ● Provide professional development opportunities on how technology can be used in the classroom and how to use it ● Review teacher induction (mentoring) program, note and correct any deficiencies, if any ● Make it a priority to engage teacher voice during decision making processes ● Update, clarify, and communicate a clear evaluation system/observation process for teachers and staff ● Minimize teacher room changes 	<ul style="list-style-type: none"> ● Research and develop bridging opportunities between buildings and grades ● Implement a student buddy system/mentoring program ● Provide opportunities for middle school students to connect with/shadow high school students ● Look for service opportunities for students to have an impact on school operations ● promote class specific celebrations (picnics, etc.) ● Celebrate student diversity and increase cultural competence ● Develop an active MSA alumni network ● Increase City of Woodbury community and business outreach and connections by joining Chamber of Commerce and other civic organizations ● Increase MSA student volunteer opportunities in the Woodbury and surrounding communities (senior housing, library, YMCA, etc.) 	<ul style="list-style-type: none"> ● Choose and implement a smart growth option and review annually to ensure that each yearly budget does not result in a deficit ● Increase student capacity size by purchasing or leasing a third school building for the 2017-18 school year ● Target average student-to-teacher ratio of no more than 22:1 ● Ensure that building space is best utilized to provide adequate space for students to learn ● Develop a strategic 3-5 year MSA fundraising plan. ● Continue GTTM as the main fundraising vehicle to facilitate the AFC annual goal of \$100,000 ● Develop marketing piece for MSA that explains charter school funding and needs for the school community 	<ul style="list-style-type: none"> ● Build a cohesive and collaborative administration team ● Establish clear roles and responsibilities for administrative staff ● Develop a communications plan which would include target audiences (teachers, support staff, parents, students, alumni, Woodbury community, other), messages for each audience, and a deliberate outreach plan ● Develop and communicate a "brand" for the school including marketing materials ● Develop a data base of what scholarships MSA students received, what colleges MSA students attended and where MSA students volunteered
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