



# ENO RIVER ACADEMY

*Inspiring excellence. Nurturing innovation.*

## Strategic Goals | 2020 - 2023

### **Goal 1: ERA will develop adequate financial resources to ensure its long-term financial stability.**

- **Strategy 1.1:** Create a structure for the annual fund with the goal of a 10% increase each year (*Annual Fund Rollout Group*)
- **Strategy 1.2:** Create a booster's structure to support funding for arts and athletic programs (*Booster Committees*)
- **Strategy 1.3:** Develop a transparent financial plan for athletics through a range of options to include: school budget, annual fund, community sponsorships, fundraising events, etc (*Leadership Team (LT), Athletic Director, Athletic Boosters*)
- **Strategy 1.4:** Grow and create community partnerships in order to fund STEAM programs (*Administrative Leadership Team (ALT), Board of Directors*)
- **Strategy 1.5:** Continue to invest in technology for both staff and students. Technology planning, technology grants, other (*LT, IT Team*)

### **Goal 2: ERA will attract, develop, and retain diverse and exceptional educators that support the identified curriculum competencies and the needs of an expanding student population.**

- **Strategy: 2.1:** Create professional development opportunities for teachers and staff that align with our goals and needs (*ALT*)
- **Strategy: 2.2:** Create a competitive salary, benefits, and bonus structure that rewards innovation, dedication, and exceptional service (*ALT*)
- **Strategy: 2.3:** Diversity & Inclusion task force continuation of the plan for improving diversity and inclusion among students, staff and curriculum at ERA (*Future Visions, D & I Task Force, ALT*)
- **Strategy: 2.4:** Self-care of faculty, have the flexibility for work life balance (*ALT*)

**Goal 3: ERA will provide students with a rigorous and expanding STEAM curriculum that will equip them with 21st century skills.**

**Strategy 3.1:** Continue to expand electives for middle school students (*Curriculum Director, LT*)

**Strategy 3.2:** Create access to a wide range of community college, AP, co-ops, and skills for workplace readiness for high school students (*Curriculum Director, LT*)

**Strategy 3.3:** Increase usage of Education Valued-Added Assessment System (EVASS) and strategic scheduling in order to maximize student achievement and utilize staffing (*ALT*)

**Strategy 3.4:** Become a recognized and innovative STEAM curriculum (explore credentials, acknowledgments, benchmarks) (*Teachers, LT*)

**Goal 4: ERA will create and maintain facilities and grounds that will support its educational and extracurricular programs.**

**Strategy 4.1:** Create annual goals in order to keep the buildings in excellent repair (*ALT*)

**Strategy 4.2:** Keep students and teachers safe on ERA grounds and in facilities (weather, health, violence, natural disasters). Refer to Emergency Actions Plan. (*Safety Task Force, LT*)

**Strategy 4.3:** Develop hands-on learning areas around the school and property including a potential outdoor science lab and indoor science lab for middle school. (*Teachers, LT*)

**Strategy 4.4:** Explore a field house and athletics facilities expansion and a larger play space for K-8 (*Athletic Booster Committee*)

**Goal 5: ERA will create a culture of high student achievement and good citizens of the world.**

**Strategy 5.1:** Continue to expand learning opportunities outside the classroom including field trips, internships, college visits, guest speakers in the classroom, career day, and in-house field trips (*Teachers, Staff, Enrichment sub-committee*)

**Strategy 5.2:** Hold events that create face-to-face opportunities with the administrative leadership team. High school and K-8 curriculum nights (*ALT*)

**Strategy 5.3:** Create learning opportunities for high school parents including financial aid nights, high stakes test information sessions, curriculum nights, study skills tutorials, college application nights, etc. (*LT*)

**Strategy 5.4:** Support the creation of student-driven service clubs and learning opportunities for students in K-12. (*LT, Parents, Students, Teachers, Community*)

**Strategy 5.5:** Parents and Teachers Helping (PATH) to focus on staff support and community building. (*PATH*)

**Goal 6: The Board of Directors at ERA will effectively provide governance and oversight.**

**Strategy 6.1:** Update application and election processes (remain compliant with charter and manual requirements). Review and potentially implement digital voting process for annual elections. *(Board of Directors)*

**Strategy 6.2:** Develop outreach processes for ERA community to increase involvement at the committee level to help foster growth of new future Board members. *(Board of Directors)*

**Strategy 6.3:** Update Board training processes, including training and materials for new members and annual training for sitting members. *(Board of Directors)*

**Strategy 6.4:** Update educational material on website about the role and sitting members of the Board for ERA families and staff. *(Board of Directors, Board Communication Liaison)*

**\*Approved 12/9/20; The board reserves the right to revise this plan as needed\***