



# ENO RIVER ACADEMY

*Inspiring excellence. Nurturing innovation.*

## School Improvement Plan | 2023 – 2026

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

**Target 1.1:** Create a structure for the annual fund with the goal of a 10% increase each year

*(Annual Fund Rollout Group)*

**Target 1.2:** Create a booster's structure to support funding for arts and athletic programs

*(Booster Committees)*

**Target 1.3:** Develop a transparent financial plan for arts and athletics through a range of options: school budget, annual fund, community sponsorships, fundraising events, etc *(Leadership Team -LT, Athletic Director, Boosters)*

**Target 1.4:** Continue to invest in technology for both staff and students to support STEAM programming. Technology planning, technology grants, other *(LT, IT Team)*

### **Strategy 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.**

**Target: 2.1:** Create professional development opportunities for teachers and staff that align with our goals and needs *(Administrative Leadership Team - ALT)*

**Target: 2.2:** Create a competitive salary and bonus structure that rewards innovation, dedication, and exceptional service *(ALT)*

**Target: 2.3:** Continuation of the Diversity & Inclusion plan for improving diversity and inclusion among students, staff and curriculum at ERA *(ALT, Board of Directors)*

### **Strategy 3: ERA will provide students with a rigorous and expanding STEAM curriculum that will equip them with 21<sup>st</sup> century skills.**

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

**Target 3.2:** Create access to a range of opportunities for high school students: community college, peer ambassadors, AP, internships, and workplace readiness skills *(Curriculum Director, LT)*

**Target 3.3:** Increase usage of data driven instruction in order to maximize student achievement and utilize staffing *(ALT)*

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

**Target 4.1:** Keep students and teachers safe on ERA grounds and in facilities (weather, health, violence, natural disasters) in consultation with industry experts. *(LT)*

**Target 4.2:** Develop hands-on learning areas around the school and property including a potential outdoor science lab. *(Teachers, LT)*

**Target 4.3:** Explore outdoor spaces for play and athletics for K-8  
*(Athletic Booster Committee)*

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

**Target 5.1:** Continue to expand learning opportunities outside the classroom: field trips, internships, college visits, guest speakers in the classroom, career day, and in-house field trips *(All stakeholders)*

**Target 5.2:** Create learning and face-to-face opportunities with the leadership team for high school parents: financial aid nights, open houses, high stakes test information sessions, curriculum nights, study skills tutorials, and college application nights, etc *(LT)*

**Target 5.3:** Support the creation of student-driven service clubs and learning opportunities for students in middle school *(LT, Parents, Students, Teachers, Community)*

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

**Target 6.1:** Continue to improve the board application and election processes (remain compliant with charter and manual requirements) so that it is easy to apply and the board roles are well defined. *(Board of Directors)*

**Target 6.2:** Maintain and grow community involvement through board newsletters, School Improvement Team, and board communication at events. *(Board of Directors, Communication Liaison)*

**Target 6.3:** Maximize BoardOnTrack training for new and existing board members and make board education accessible to stakeholders on the school website. *(Board of Directors)*

**Target 6.4:** Increase community awareness of ERA, STEAM programming, partnerships, and outreach to local business and universities. *(Board of Directors)*

**\*Approved 3/22/23; The board reserves the right to revise this plan as needed\***