



# 2021-2025 Strategic Plan

— Metrolina Regional Scholars Academy —

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# **Continued Academic and Operational Excellence**

## Sustain focus on innovative, gifted-based educational curriculum and practices

1. Improve master scheduling to enhance staff collaborations.
2. Continue to focus on curriculum review, ensuring vertical and horizontal alignment of course objectives.
3. Intentional integration of current research-based gifted curriculum and assessment practices.

## Continue to recruit, train, and retain high quality teachers

1. Develop a comprehensive teacher recruitment plan.
2. Recruit and retain high quality staff through annual analysis of competitive salary, benefits, and retirement offerings.
3. Continue to budget and plan ongoing professional development and other training opportunities.

## Enhance and extend practices that support social and emotional well-being of our students

1. Develop a system of measurement for gauging individual student progress toward our vision for our graduates.
2. Detail the goals and philosophy that guide our social and emotional learning K-8 program.

## Maintain operational excellence

1. Ensure state and federal compliance and accountability requirements are met on an ongoing basis.
2. Continue to manage fiduciary practices that ensure the stability of the school.



# Organized Community Development

## Build up appropriate support and communicate for our families along the K-8 path

1. Develop a parent education plan (newsletters, events, etc.) to ensure support and understanding of all academic and instructional practices.
2. Develop a consistent parent communication plan.
3. Gauge parent/family satisfaction via an electronic survey every two years.



## **Establish Scholars Academy as a trusted resource for families and educators seeking information about gifted children**

1. Continue to expand parent group and related parent offerings, making these available to all parents/guardians of highly gifted children in the Charlotte area.
2. Share gifted expertise and information by inviting area educators to share in professional development with gifted educators and specialists.

## **Foster the school community's role in local, national, and global society through partnerships, projects, and studies**

1. Develop an annual SEL service learning project that reaches all three tiers of students (K-3 local, 4-6 national, 7-8 global).
2. Establish and maintain a foundation to extend the school's reach and purpose beyond the walls of Scholars Academy.
3. Continue to expand local and national network to support and promote the Scholars Academy mission.
4. Continue to develop and administer programs that help to reduce the operating funding gap.



# Responsible Growth Planning

## Develop a clear, coherent, and financially sustainable plan for expansion of the school

1. Plan and execute a sustainable financial transition which allows for pragmatic growth and expansion.
2. Develop a clear expansion communication plan to keep all school stakeholders informed.
3. Plan and execute curriculum for expansion.

## Enhance marketing to connect with families of local students who would benefit from our curriculum

1. Institute a marketing plan to drive regional awareness of Scholars Academy during the key months leading up to and during the annual application period.
2. Develop an expansion-related student growth plan to reach previous applicants as well as interested families with children who will be entering the expanded grade levels.

## Ensure measurable progress in engaging underserved populations, while celebrating the current diversity of the school community

1. Create meaningful celebrations of the various communities and cultures within Scholars Academy.
2. Plan and actively market school offerings (such as transportation, before and after care, meal service) to attract diverse families.
3. Design processes to recruit and enroll a diverse student body.
4. Institute a plan to create and maintain a school culture that supports and values diversity.